TEAMSTERS LOCAL
# 705 UPDATE
VOLUME 2 • NUMBER 2 • MARCH, 1998

**This issue includes all sorts of ideas for enjoying the new season: You could "spring" for a new UPS poster. You could "spring" into action by joining our Union softball team. Or you could sew the seeds of new growth by helping with 705 organizing activities. Just be sure you don't "fall" for any of the boss's dirty tricks!**

TEAMSTER POWER
EL PODER DE LOS TEAMSTERS

MURAL AT TEAMSTER CITY, CHICAGO
BY MIKE ALEWITZ
ASSISTANCE BY MONA FOX & JANET GOULD

*Painted to commemorate the historic 1997 strike victory against UPS, and dedicated to the women and men, living and dead, who built this great industrial union.*

## New Poster Honors UPS Strike

**INSIDE:**

2 Secretary-Treasurer's Report
4 UPShots
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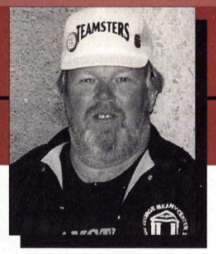
Full color posters of the UPS strike mural are now available for sale. The mural, designed by nationally renowned muralist Mike Alewitz, honors the men and women who waged the UPS strike, which has become a rallying point for working people's battles across the country.

Inspired by the strike, the mural also honors all the men and women who have helped build Local 705 and the labor movement in general. The painting features famous scenes and prominent figures from labor history, like Albert Parsons (left), who led the 8-hour day movement. Also featured are a variety of trucks symbolizing the different crafts within the Teamsters union.

Alewitz was in Chicago to assist in creating the UE's mural honoring cross-boarder solidarity when the UPS strike broke out. Our efforts so inspired him he just couldn't resist transforming the north wall of the Local 705 maintenance garage into a tribute to the long history of this great union. Dozens of Local 705 members, staff and supporters took brushes in hand to help make Alewitz's vision a reality.

For more information, or to purchase a copy of the poster, contact Sam at the cage.

# Office of the Secretary-Treasurer




*Gerald Zero, Secretary-Treasurer*

Union membership fell in 1997. In fact, union membership has fallen every year since 1983, when union members comprised 20.1 percent of the eligible work force. Now that number stands at a pitiful 14.1 percent. From 1996 to 1997 alone, unions lost 159,000 members.

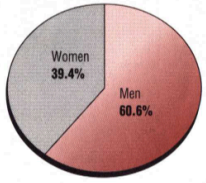
*Every one of our members is a potential organizer, and every new member makes us a little bit stronger.*

It's ugly, but those are the facts, straight from the Bureau of Labor Statistics. And what they add up to is the importance of a strong organizing department for all unions. But we at Teamsters Local 705 also recognized the need for membership involvement in organizing as well. That's why we established, and continue to hold, seminars and training for all of our members, stewards and union representatives.

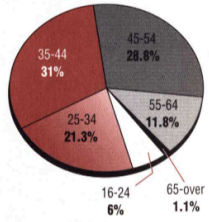
I have always said that an educated membership is a strong membership. We have been very fortunate that so many of our members have recognized this from the very beginning. Our local continues to grow, bucking the national trend of shrinking membership. And the credit for that goes to our members for being willing to come out for trainings and actions, and to take an active role in helping to organize others; our organizing staff for its dedication and creativity; and to this administration for our commitment to keeping Local 705 a member-based union, not an old-guard "business union."

## Selected Union Membership Statistics for 1997

**Membership Breakdown by Gender**

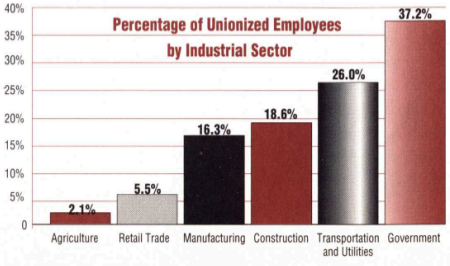



**Membership Breakdown by Age**




**Median Weekly Earnings:**

| | |
|---|---|
| For Unionized Employees | $640 |
| For All Employees | $503 |
| For Non-union Employees | $478 |




Local 705's commitment is reflected in our many organizing victories; among them were Mobil Oil, Kraft Foods, Kmart, Dobbs International and Leaseway/Penske. More than 1,000 new members have become 705 Teamsters as a result of these efforts, and at least 600 more will be added through bargaining unit growth this year.

Every one of our members is a potential organizer, and every new member makes us a little bit stronger. Please be aware that as a union member you earn more money, have superior pensions, and in the vast majority of cases have a superior medical plan compared to the average non-union worker. And please remember that when you are out in public you are a representative of Local 705. You can help strengthen our local and the labor movement in general by pointing out to people the benefits of being a union member.

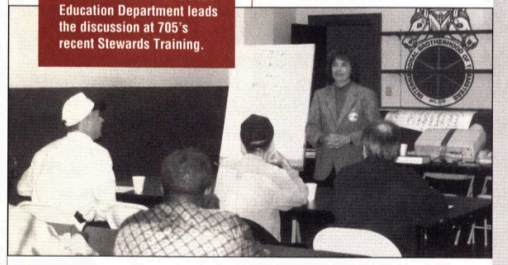
We've said it before, but we can never say it too much: Member involvement is the key to winning in negotiations and on the political front, and it's the key to keeping union leadership honest and committed to working in the best interests of the members. Do yourself a favor. Do your part to help our union grow.



## Stewards Hit the Books — Again!

Thanks go out to the nearly 150 stewards who attended weekend training sessions Feb. 21 and 22, and Feb. 28 and March 1. UPS stewards attended Saturday sessions, and non-UPS folks took their turn on Sundays.

Topping the first session's agenda were stewards' rights, and grievance investigation and filing. The second session included workshops on the Family and Medical Leave Act, led by Maria Maldanado of the IBT's Education Department.

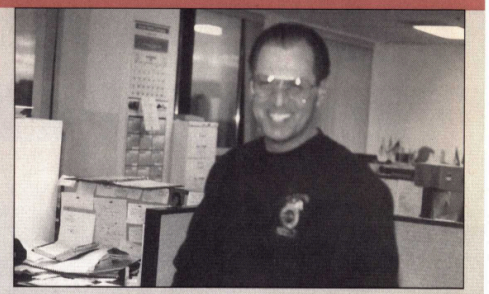


Maria Maldanado of the IBT Education Department leads the discussion at 705's recent Stewards Training.

## Welcome Aboard Leaseway!

Local 705 notched its first representation election win of the year when drivers at Leaseway voted overwhelmingly to become Local 705 Teamsters. The Leaseway vote was the first 705 representation election held in 1998—that means we're batting a thousand so far!

Organizing department staffers Frank Fosco and Paul DiGrazia are hoping the momentum from the Leaseway victory carries over to the important CF drive. The votes in that contest were being cast as UPDATE went to press. We will let you know the results as soon as we have them.



## A Brother Remembered

Richard Saldana (1947-1998)

There is never enough you can say to the wife, children and other family members when someone as good as Rich passes suddenly and at such a young age. Perhaps the best tribute we can pay him is to tell his loved ones the many ways his absence will be felt by the members and staff of Local 705.

Rich Saldana will be missed by the members he served as a Union representative because Rich always remembered where he came from. He always remembered the years he spent behind the wheel of the tank truck, and he knew what it's like for the drivers still out there. He always remembered how a bad union can bleed hope from good men and women—and how an honest, hard-working union can restore that hope.

Rich Saldana was as hard-working and as honest as you could ever hope for. He led by example and helped restore membership faith in a union movement that old-guard leaders had once stripped of its dignity. There are not enough men like Rich Saldana. That's why they are so badly missed when they are gone.

Local 705 President John McCormick addresses daughters and sons of Teamster members wishing them good luck on the Scholarship test.

# UPShot

*John McCormick*
*President*

There has been some important activity taking place in Local 705 recently that I would like to tell you about before I discuss news on the national front.

On the plus side, more than 100 UPS stewards attended stewards training held the last two Saturdays in February. It was the first session for many new stewards, but we also held some advanced classes for our more long-term stewards. I was very happy to see the large turnout. Your local union steward is the most important link in protecting your rights on the job. And stewards serve the valuable function of being our "eyes and ears" about issues on the work place floor. Everyone should appreciate stewards' willingness to give up their valuable weekend time to improve their ability to serve you.

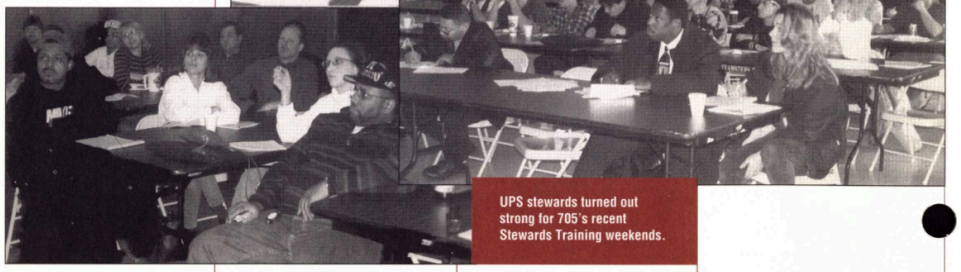
*Your local union steward is the most important link in protecting your rights on the job.*

On a somewhat sadder, but very necessary note, hearings have begun on charges filed against members who allegedly crossed the picket lines during last year's strike. These members were few and far between (that's why the strike was so successful), but our members were rightfully angered that anyone would try to weaken us at such an important time.

These charges are serious matters. Formal hearings will decide the guilt or innocence of anyone accused. Rules that protect everyone's rights are clearly described in the IBT Constitution. All hearings will follow those rules. We will keep you informed of the hearing results as they become available.

On the national scene, National Labor Relations Board charges against UPS's use of phony "company unions" under the so-called Team Concept were settled. UPS has agreed to cease and desist engaging in these attempts to weaken your union rights. Locally, most 705 members refused to participate in this "pig-in-a-poke" scheme. This caused the UPS plan to fail in the Chicago area from the beginning. You should all be proud of your solidarity on this matter.

Finally, the National IBT/UPS Agreement has been ratified. Supplemental agreements in Kentucky and Pennsylvania had held up the final approval. Now, however, other UPS members around the country will be receiving the wage increases and back pay that Local 705 members received months ago.



UPS stewards turned out strong for 705's recent Stewards Training weekends.



# NEGOTIATIONS Updates

## New Protections in Anderson Brothers Settlement

Local 705 scored another victory with the new Anderson Brothers agreement, which keeps members in the Health & Welfare and Pension systems and adds strong no-subcontracting language. But the biggest victory was the inclusion of three related clauses that mean more protection for members:

- Part of the 1,000-hour rule remains in the new contract: Members must reach 1,000 hours to receive full Health & Welfare and Pension benefits. However;
- Like many of our other crafts, Anderson Brothers workers now become members at 31 days on the job, instead of the previously required 1,000 hours worked; and
- Most importantly, the employer cannot discharge an employee during his probation period in order to circumvent contract provisions.

This strong language is vital because it says that management can't fire people before their probationary periods are up just to screw them out of being placed on the seniority list.

Anderson Brothers members gathered to celebrate after ratifying a new contract agreement.

## Hallett Movers Act Up

Local 705 called a one-day strike Feb. 5 against Hallett Movers to protest the company's unfair labor practices. Hallett has been trying to force 705 members into a non-union shop instead of bargaining in good faith for a new contract.

Later that day several Hallett union members filed additional Labor Board charges against the company. Further picketing is expected . . . Stay tuned!

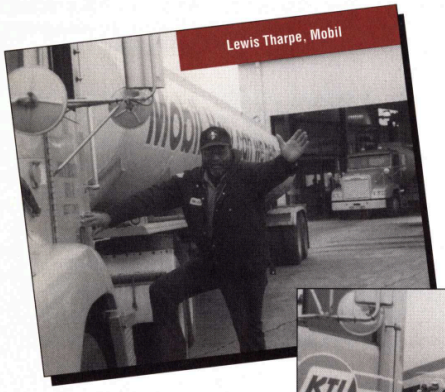
## Weingarten Rights

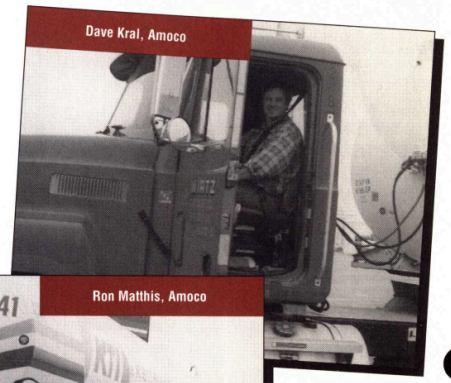
The Supreme Court has ruled that an employee is entitled to have a Union representative present during any interview which may result in his or her discipline. **It is up to you, the employee, to insist on having your Union representative present.** If you fail to do so, you may waive your rights.

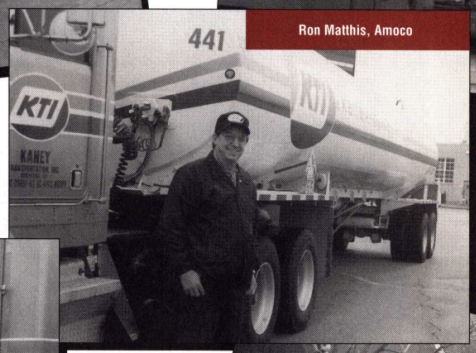
**Suggested Interrogration Rights Statement:** "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union steward, business agent or Union officer be present at this meeting. Without representation, I choose not to answer any questions."

# Smile! You're on...

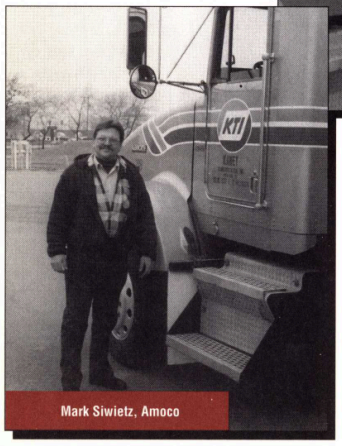
The UPDATE camera followed Union Rep. Steve Matter around to O'Hare area racks and found these smiling tanker members, along with a brother from BFI, hard at work.


Lewis Tharpe, Mobil

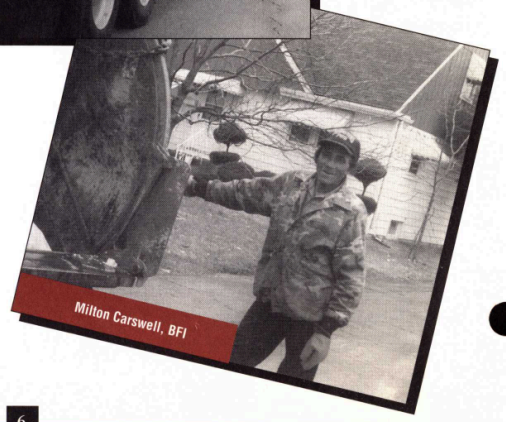

Dave Kral, Amoco



Ron Matthis, Amoco



Mark Siwietz, Amoco


Milton Carswell, BFI



# Shop Talk

## One good turn...

Teamsters Local 705 recently awarded Ruth Barnes a plaque commending her for her support during the UPS strike. Ms. Barnes, who lives near the Franklin Park facility, sent out a "mi casa, su casa" invitation to striking members. Being able to stop in for a cool drink or take refuge in her yard made all the difference to members walking those August picket lines!

Later, when grateful UPS members asked what they could do to thank her, Ms. Barnes said a small contribution to her church would be just the thing. Members took up a collection and donated $185 to the River Grove Bible Church. They also presented Ms. Barnes with a commemorative plaque that reads: "In sincere appreciation for your help and support to the working class of America."

Dear Franklin Park UPS Teamsters,

You guys are really something. I'm so glad I got to help you all, and got to know you—I really enjoyed it all! I want to thank you for the beautiful plaque you presented to me. I have it hanging in my kitchen and see it every day. I gave the check to my pastor and I'm sure you will hear from him. I also want you to know that every morning when the UPS trucks pull out I am reading my Bible and I stop and pray that God will keep you guys safe on the road every day.

Love to you all,

Ruth Barnes

River Grove Bible Church

December 30, 1997

Dear Franklin Park UPS Teamsters,

On behalf of the River Grove Bible Church I would like to take the time to let you know how thankful we are for your kind generosity.

Though God has blessed our Church in many ways we do have needs. At this time we are looking at replacing our copier. It has been in use many years and is getting to the point where it will be replaced. We may use the money toward this need.

(The ways God has blessed us is with people like Ruth. She is a real inspiration to all of us. She spoke often of her at UPS and always asked for prayers for you during ~ The plaque you gave to her is very nice and she is proud of it, as she should be.

We say thank you and please let others know how much we appreciate this act of kindness.

Yours Because of Calvary,

Pastor Richard A. Wahl

Ms. Barnes thanks Franklin Park UPS members for their generosity to the River Grove Bible Church. The Union also received a warm letter of thanks from Pastor Richard A. Wahl.

Pictured, Ruth Barnes receives her award from "Buffalo" Don Reese (left) and Glenn Plocharski.

## Batter Up!

Soft summer breezes rustling through the trees. The thud of the bat on a baseball as big as your head. The thrill of whambam plays at the plate. And most important—post game beer! That's right folks! The Local 705 softball team is nearing its fifth tradition-filled year and is looking for a few good men—and women. The games are played Sunday afternoons and anyone interested in playing should call Preston driver Tom Roy. He can be reached evenings and weekends at (708) 409-0515.

The rest of us have already started our training for that all important seventh inning stretch. Play Ball!

## Joe Knows!

Special thanks to Joseph Parnell of Crossville, TN. Every year this long-time retiree sends in a check to the IBT DRIVE program. Brother Parnell knows how important political action is to Union members. We hope everyone will take Brother Parnell's example and help make sure the Teamsters are prepared to fight for our rights on all fronts.

# NLRB Stings Staff Leasing

The Labor Board has filed complaints against Staff Leasing, accusing the company of not only firing two drivers for supporting the Union, but also for endangering a pro-union driver by assigning him poorly maintained vehicles.

Local 705 attorney Tom Carpenter called the Board's decision to file charges "a substantial victory," adding that two other employees, Wesley Gillian and John Krueger, have been returned to work in response to similar charges they filed as individuals.

The complaint alleges that Staff Leasing fired the two drivers for supporting the Union during Local 705's successful organizing drive last year. It also accuses the company of deliberately assigning dubiously maintained vehicles to Adnan Abassi until one truck finally broke down while he was driving. Local 705 presented photographic evidence that the breakdown was clearly a mechanical failure, not the fault of Abassi.

Another driver, Mike Muniz, was fired for supposedly "arriving late" in making a delivery. However, another Staff Leasing driver who arrived at the same time received no discipline—no warning, no complaint whatsoever.

The Board's decision to file charges means that the Regional Office found sufficient evidence that the employees were fired in violation of the National Labor Relations Act, and that the employer illegally denied employees the right to Union representation and promulgated an illegal work rule against soliciting support for the Union while at work.

"Rich Saldana helped build the cases the Labor Board has now acted on," said Local 705 Secretary-Treasurer Gerald Zero. "He was a big help, but he also told me that Staff Leasing drivers stayed strong throughout the organizing drive—and afterwards—in support of their fellow workers. I'm glad to see that justice is finally in sight for the members at Staff Leasing."

If the Labor Board complaint is upheld, Abassi and Muniz could be returned to work with full back pay and benefits. The Board has also filed a complaint charging management with violating both members' Supreme Court-ordered Weingarten Rights. Several other charges have been filed with the Labor Board over Staff Leasing labor law violations.

**Executive Board**

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